

Training-Leader Development Architecture

High-Level Operational Concept Graphic (OV1) (Draft)

TRADOC Training Functions

- Training Analysis
- Training Design
- Training, Combat, and Doctrine Development
- Institutional Training
 - + Initial Entry Training
 - + Professional Military Education
- Training Management
- Training Architectures
- Assignment Oriented Training
- Standard AAR Mechanisms

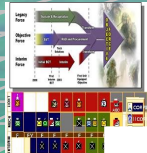
"What TRADOC Provides to the Field"

- Trained and Proficient Soldiers and Leaders
- Mobile Training Teams (MTT)
- Training and Doctrine Support
 - Products, Tools, Systems and Services
- Combat Training Center Support

FM 7-0 Training Principles

- Commanders are Responsible for Training
- NCOs Train Individuals, Crews, and Small Teams
- Train as a Combined Arms and Joint Team
- Train for Combat Proficiency
 - Realistic Conditions
 - Performance-Oriented
- Train to Standard Using Appropriate Doctrine
- Train to Adapt
- Train to Maintain and Sustain
- Train Using Multiechelon Techniques
- Train to Sustain Proficiency
- Train and Develop Leaders

TO&E MACOM



Training Modernization & Recapitalization

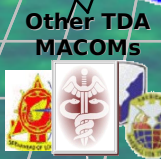
RCCT



- Full Spectrum Ops
- Train-Alert-Deploy-Employ Model
- Joint Task Force (JTF) Functionality



TRADOC



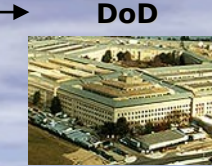
Other TDA MACOMs

DCSPER / DCSOPS



- Guidance / Policy
- Quota's
- Resources (\$\$)

DA



DoD

Strategic Guidance for Transforming Training (JNTC, JKDDC, JAEC)

Joint Interagency Multi-national



- Interoperability Training
- Provide Joint & trained & capable forces

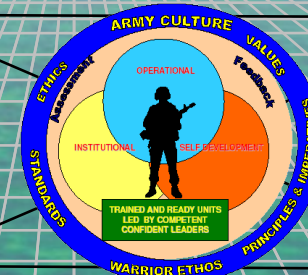


Joint Task Force UA/UE

UNIFIED COMMAND

- Army Educational Requirements System Process
- Facilitate submission of training requirements
- Coordinate training & training materials

Training Environment ~ Operational Environment



- Emerging Technology
- Science and Technology Objectives (STO)
- Experimentation
- Collaboration w/ Combat Developers

VIRTUAL

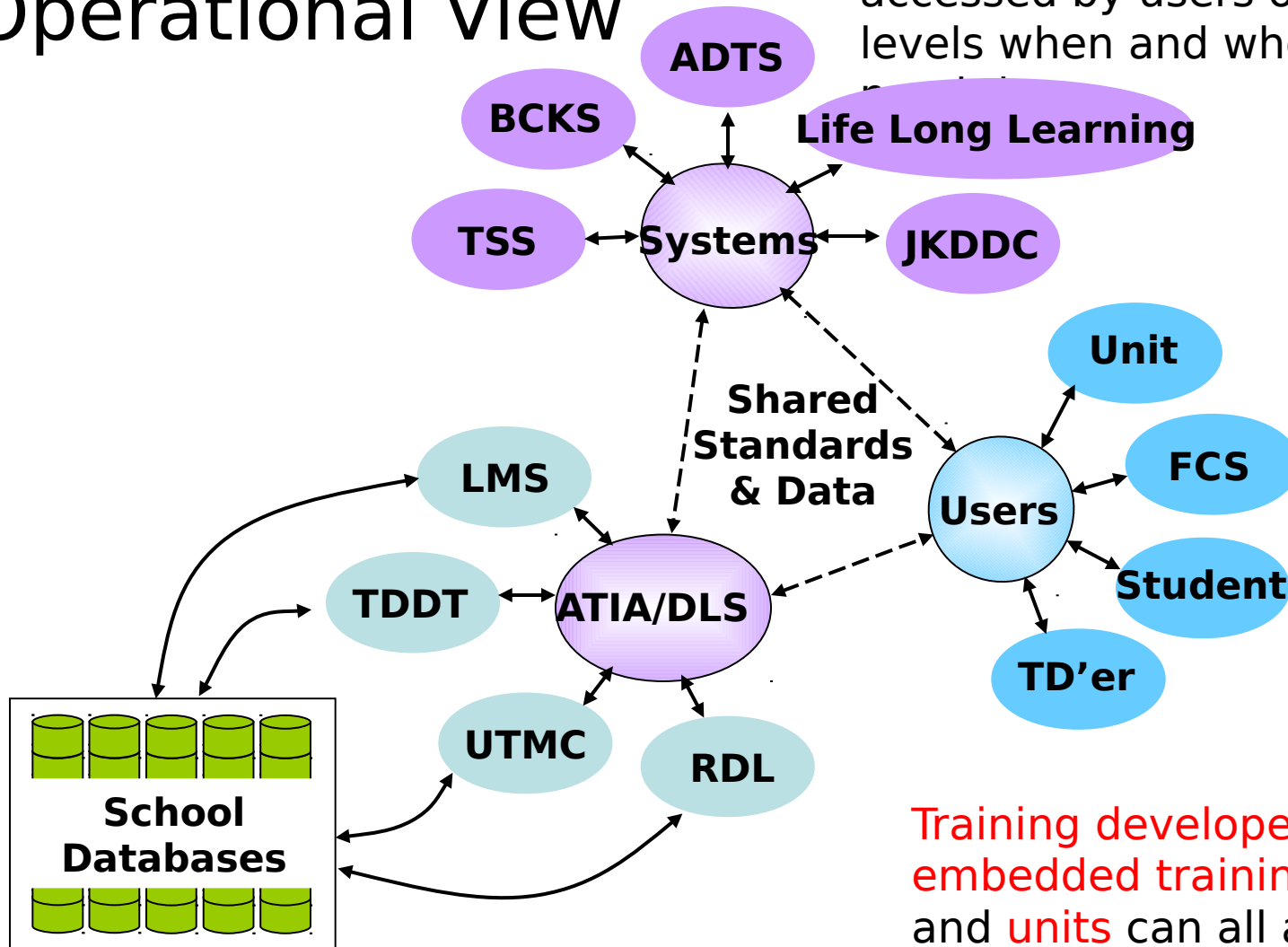
LIVE

CONSTRUCTIVE

Training Support Base
(Training Support System interconnected by the GIG)

Army Training Information Architecture (ATIA) Operational View

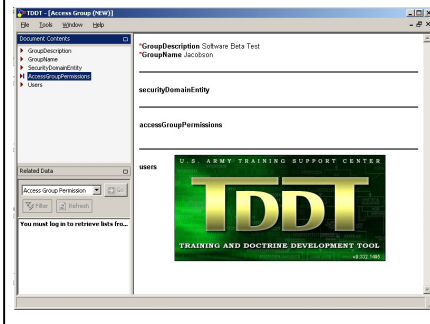
Systems, users & training tools sharing **common standards & data** allow relevant, reusable data to be accessed by users on all levels when and where they



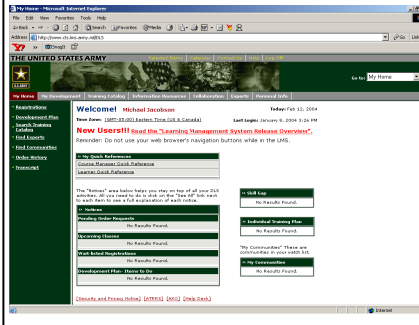
Training developers, students, embedded training systems and **units** can all access the same data from the same

The Foundation of Life-long Learning

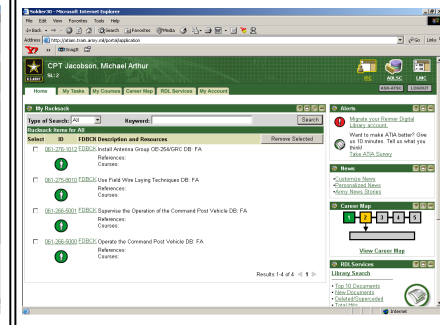
Training & Doctrine Development Tool (TDDT)



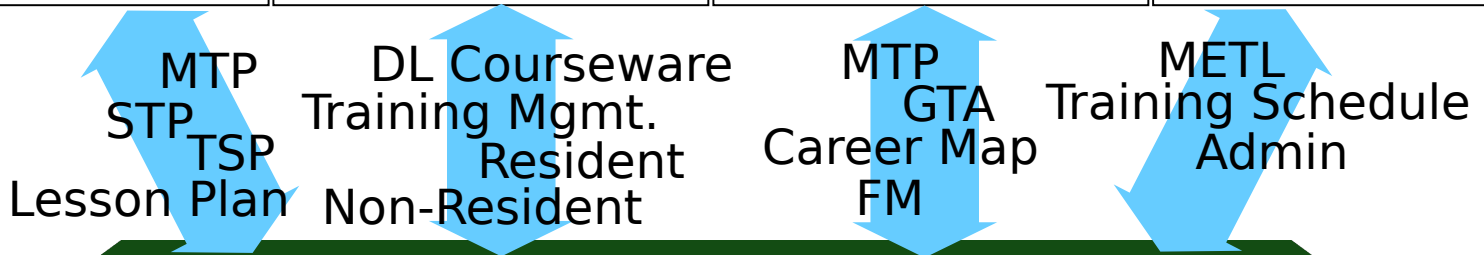
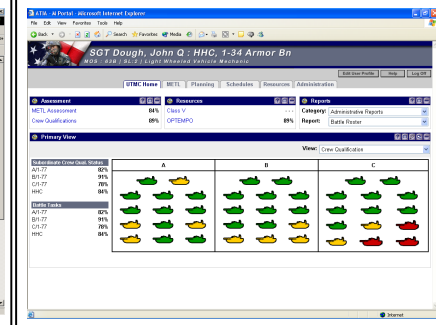
Learning Management System (LMS)



Soldier Training Homepage (aka RDL)



Unit Training Management Configuration (UTMC)



Common Core Services

Digital Library / Data Repository

What is BCKS?

Battle Command Knowledge System (BCKS) -
Is a networked system of Structured Professional Forums (SPFs) providing agile dominant *Learning, Teaching* and *Battle_Command* capabilities to produce high performing Commander/Leader Teams (CLTs).

$$\text{Warfighting Effectiveness} = f(D + O + M)^{T \times E1 \times E2} \times (S \times L)$$

D: Doctrine
O: Organization
M: Materiel
S: Soldiers
L: Leaders
T: Training
E1: Education
E2: Experience

Why BCKS?

Operational Requirements

- **Improved war-fighter / unit effectiveness**
 - Rapidly generate self-aware and adaptive leaders as well as high-performance leaders/teams
- **Quickly & effectively capture and share war-fighting experience / knowledge**
 - Through networked Structured Professional Forums (SPFs) and virtual leader teams
- **Agile, Responsive Institutions**
 - Rapid turn-around of lessons learned, doctrine, TTPs, training, and leader development products
 - Integration with lifelong learning

Battle Command Knowledge Network System (BCKS)



BCKS is the overarching system and mechanism that provide the soldier/leader with transformational learning and teaching capabilities necessary to achieve decision dominance

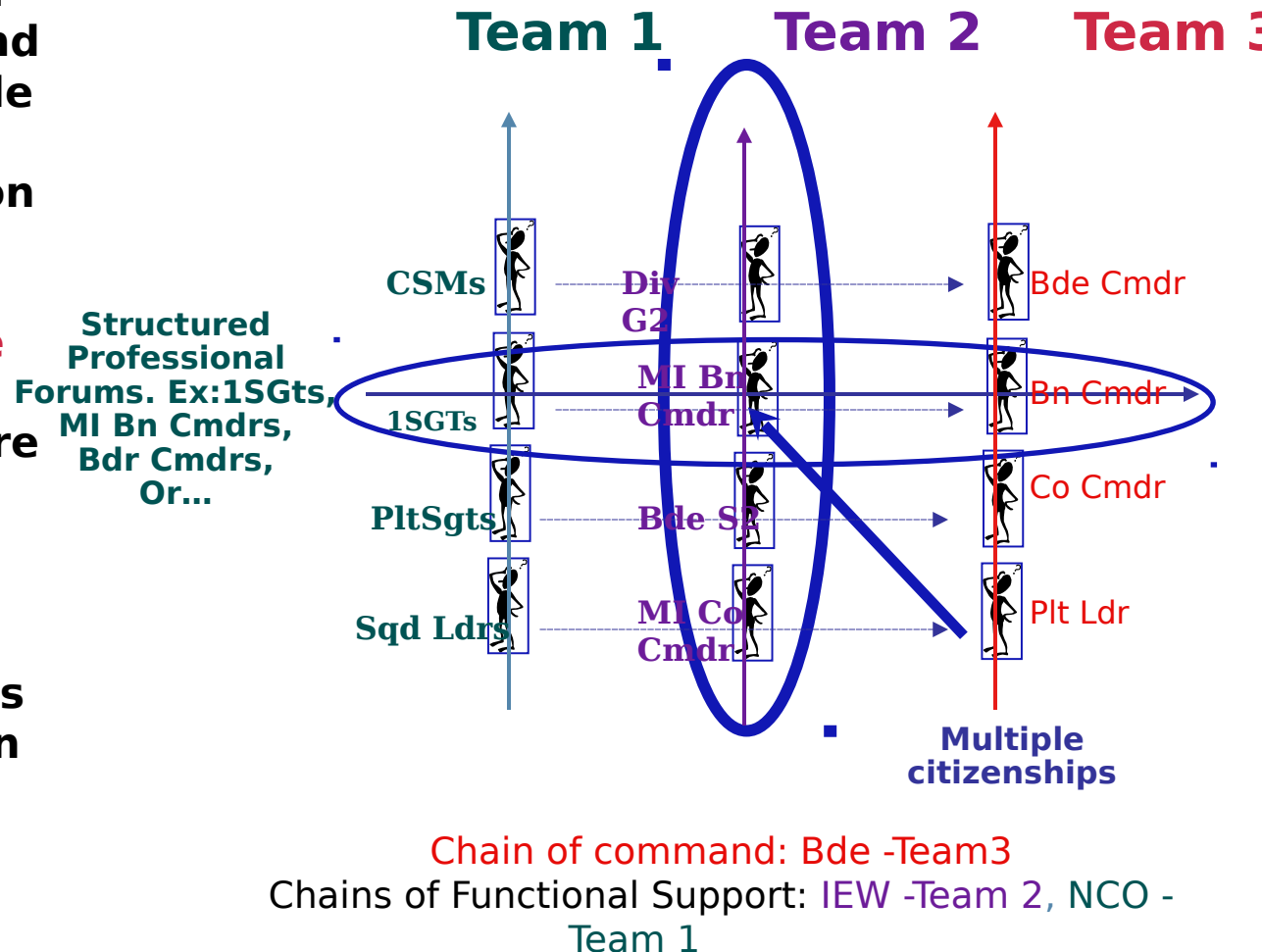
BCKS (New) = WKN (Old) + Army Training Information (ATIA) + Embedded Training within a Battle Command Framework

Structured Professional Forums Supporting Commander/ Leader Teams

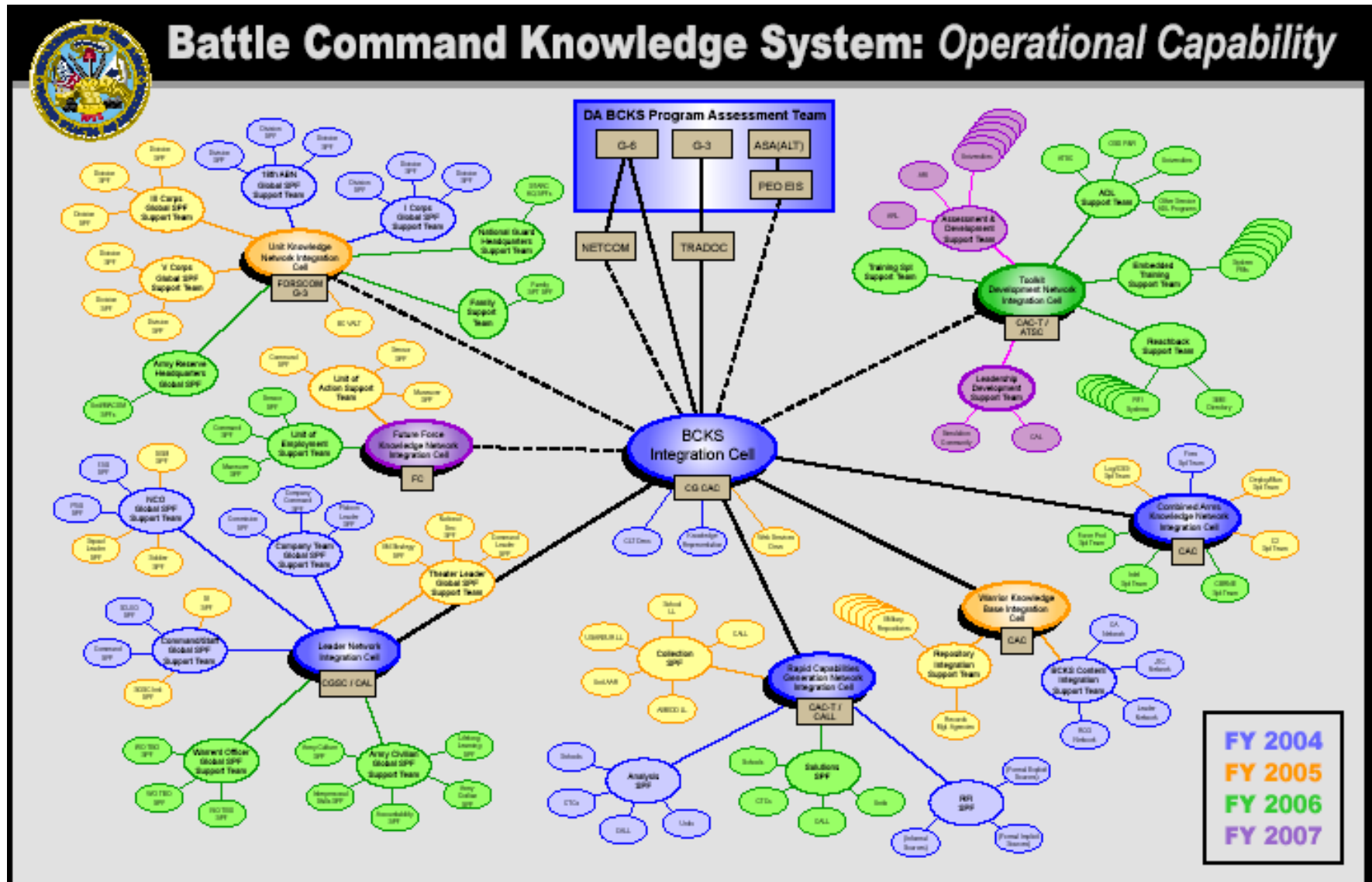
by “Double Knit” to Superior Battle Command

Structured Professional Forums Interact with and support through “double knit” learning and teaching the preparation of high-performing Commander / Leader Teams exercising **battle command**, All forums and teams are virtual, sometimes grouped.

“Double knit” translates the interest and passion of professional discussion into support of the authorities and responsibilities of Commander / Leader



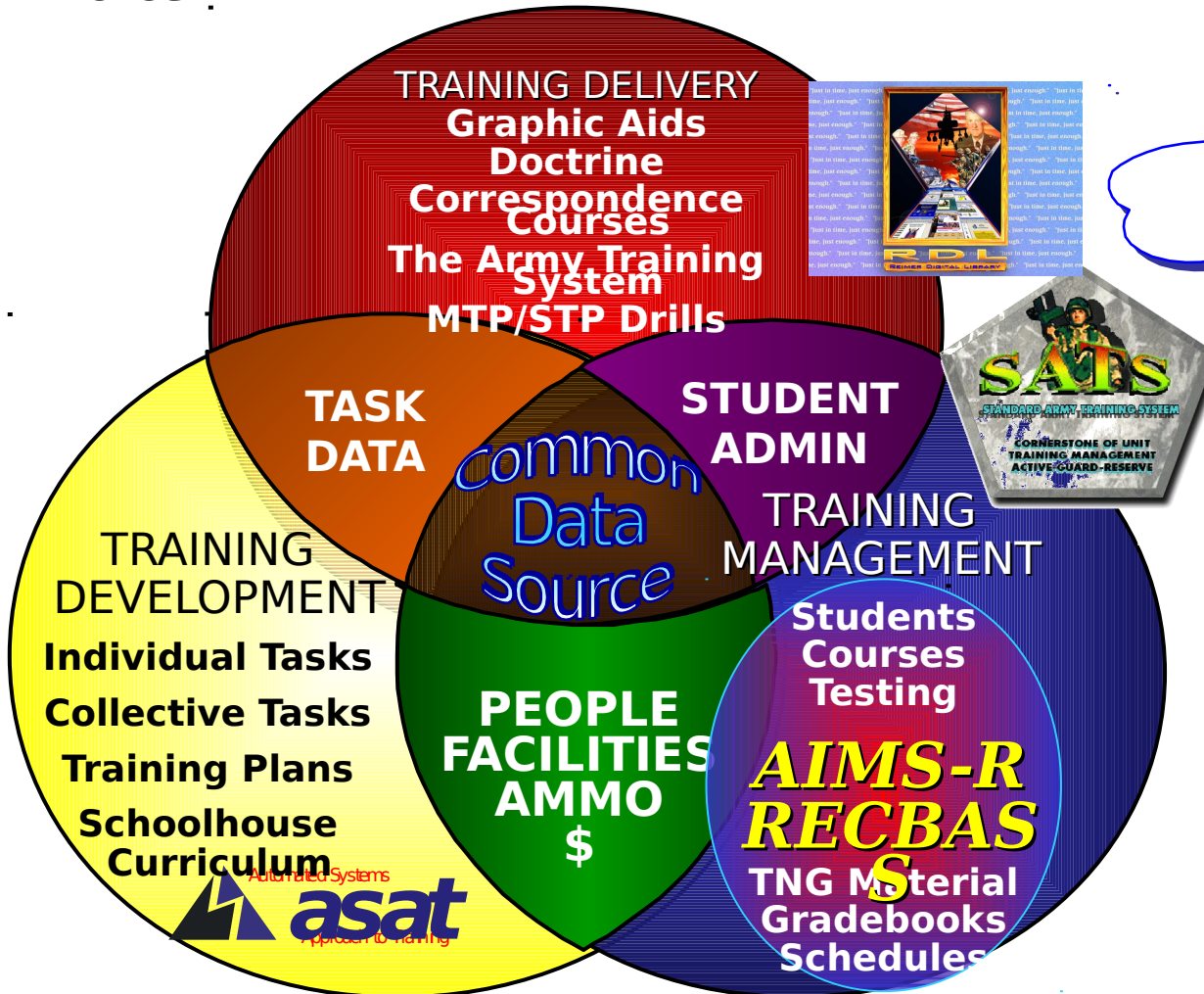
BCKS Organizational & Functional Concept



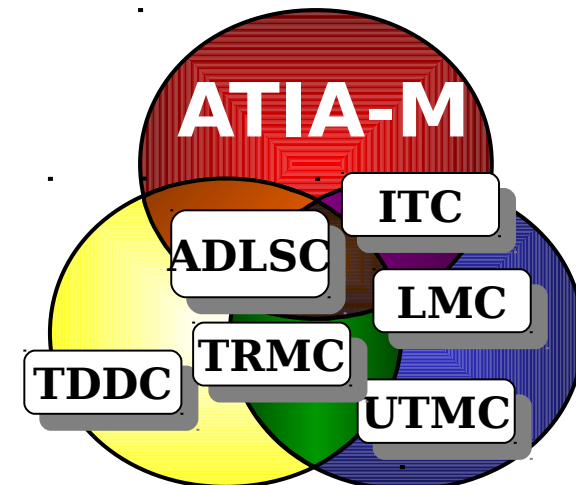
Army Training Information Architecture

**Current
Force**

Future Force



**Legacy to
Reengineered
FY 02 - 04**



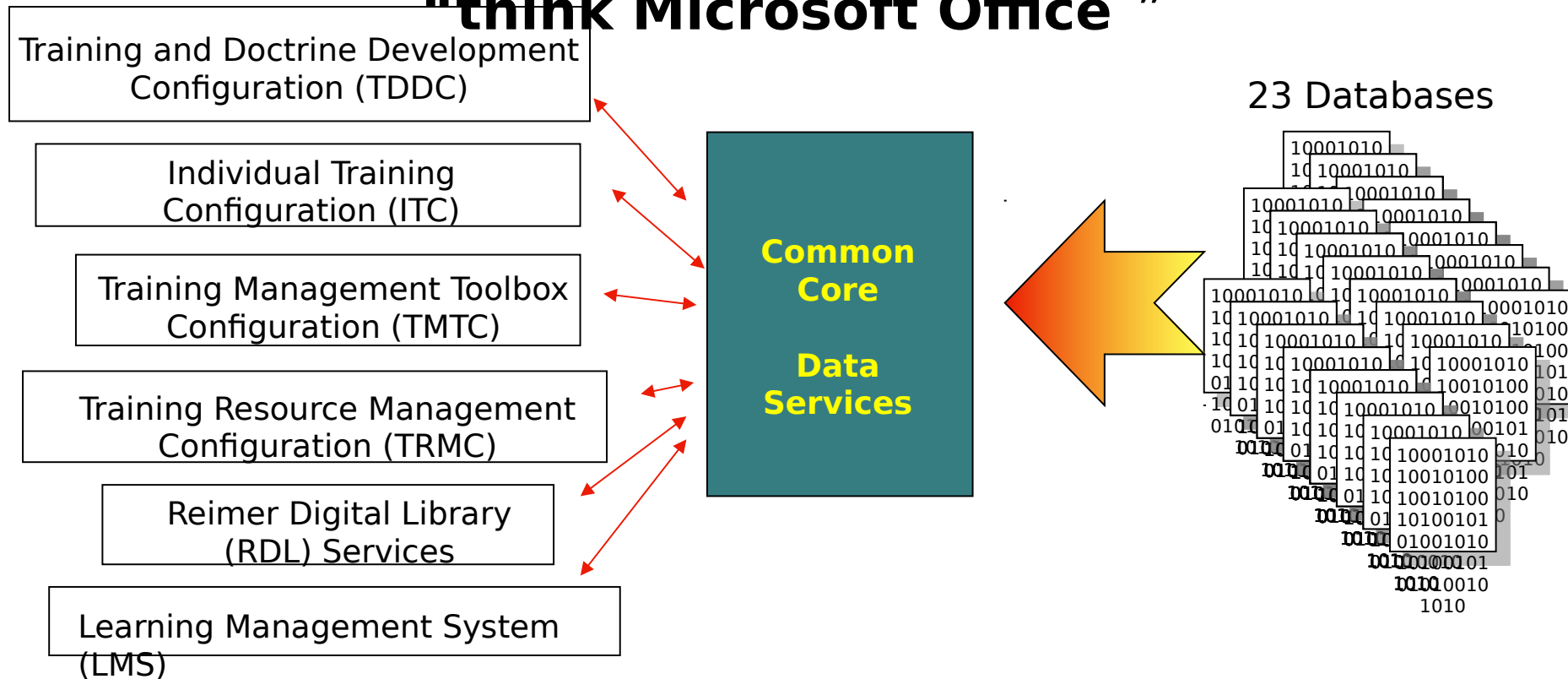
ATIA

T-LDA

T-LDDA

Army Training Information Architecture

“think Microsoft Office[®]”

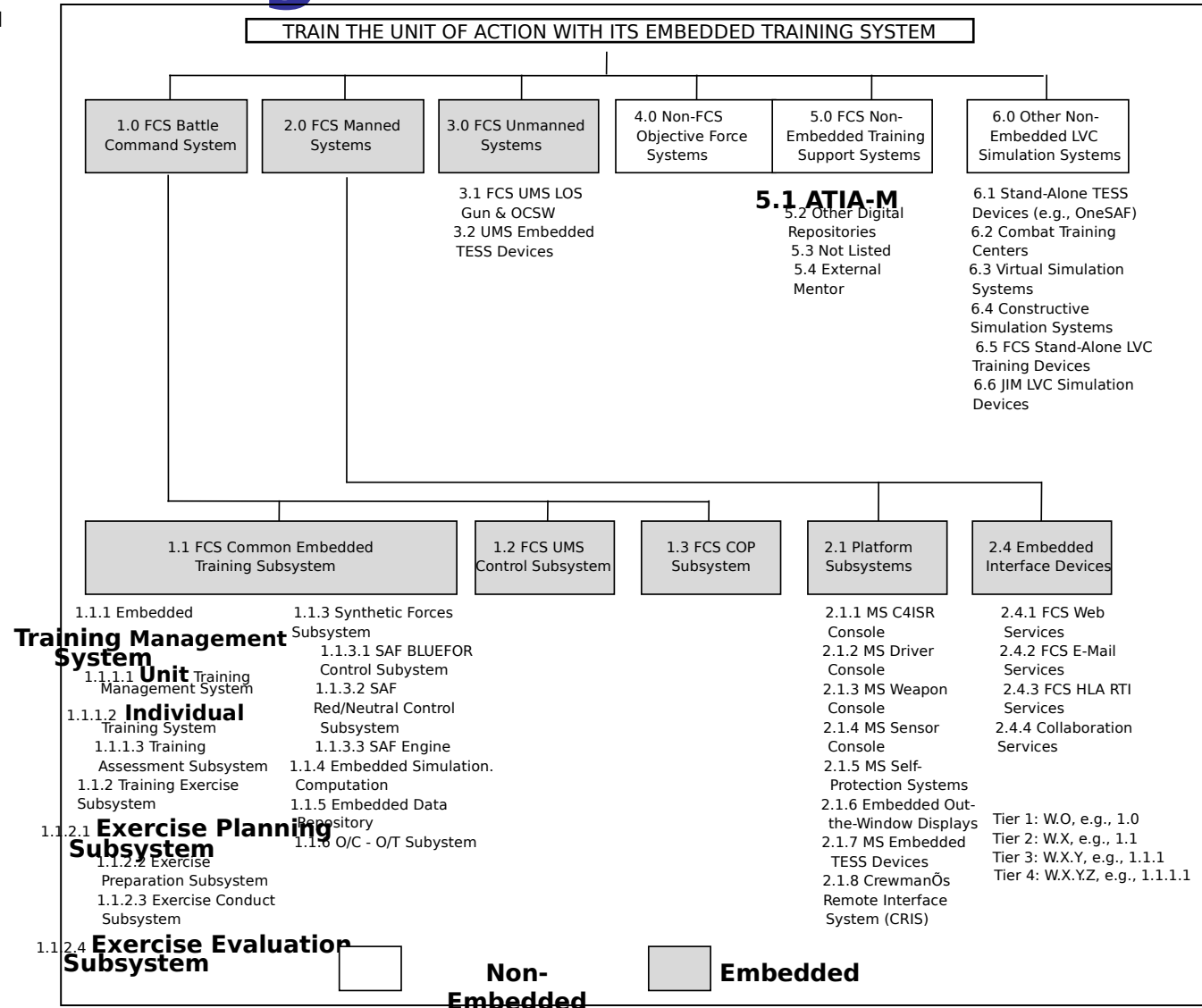


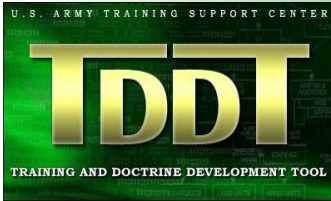
- ATIA: - **Consolidates existing systems (SATS, ASAT, TREDs, etc)**
- **Provides web-based approved training and doctrine materials (TSPs, MTPs, etc)**
 - **Enhances training productivity by sharing information and use of object based, reusable data**
 - **Provides a common training application toolset for the entire**

Meeting FCS Training Requirements- FCS Training Architecture OV2

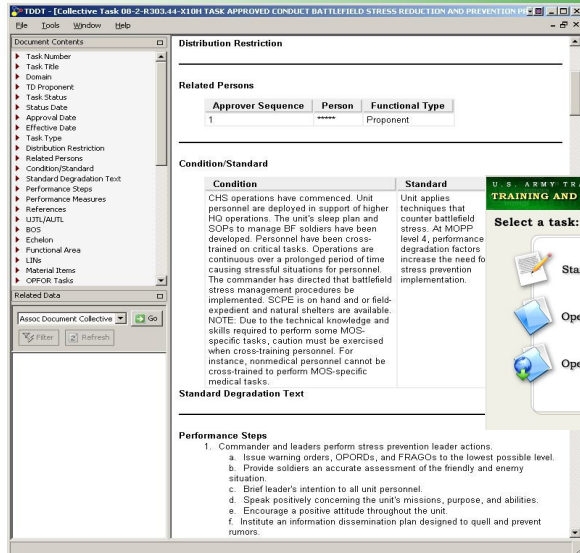
ATIA-M Contributions:

- Links to Digital Repository - Reimer Digital Library
- Training Management
 - Unit
 - Individual
- Exercise Planning/Evaluation
 - METL, Training Objectives
 - AAR, QTB
- Training Development Software Tool Set
 - **MTPs,TSPs (Indiv/Collective,**
 - **IETMS/ Job Aids/Courses**





Training and Doctrine Development Tool



Provides Training Developers the tools to -

- Manage individual and collective training
- Supports the analysis and development of task based training

Products -

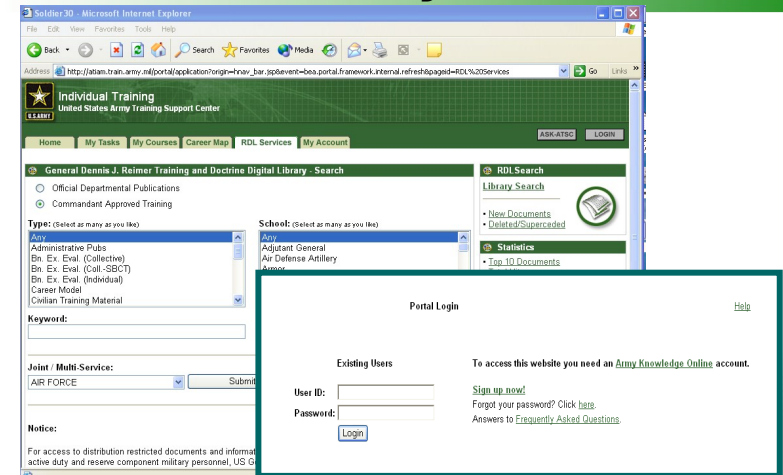
- Soldier Training Publications
- Mission Training Plans
- Combined Arms Training Strategies
- Programs of Instruction, and courses

U.S. Army Training Support Center
Army Training Information
Systems Directorate
ATTN: ATSC-ATISD, Bldg 2785
Fort Eustis, VA 23604
DSN: 826-4166 (ext 7044)
COM: 757-878-4166 (ext 7044)



Soldier's Training Home

www.train.army.mil



Provides Soldiers with all of their individual and collective training needs -

- Web-based
- Uses AKO log-in
- Linked to Training Institutions

The **Soldier's Training Home Page** has four specialized functional pages plus a direct link to the *REIMER DIGITAL LIBRARY*.

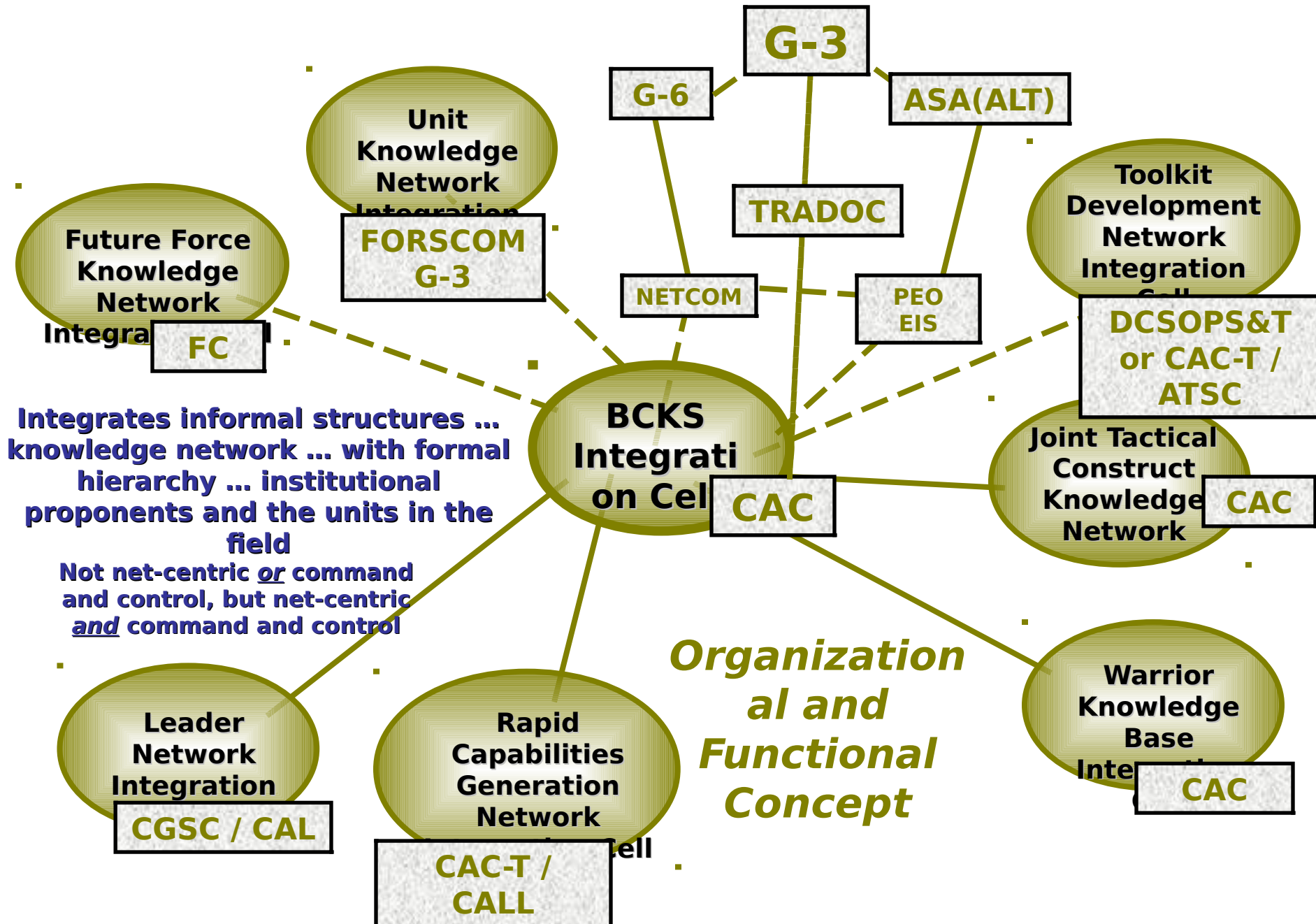


**Accessible at home,
at work,
or in the field.**

Demo

Backup

Net-Centric Stakeholder Roles

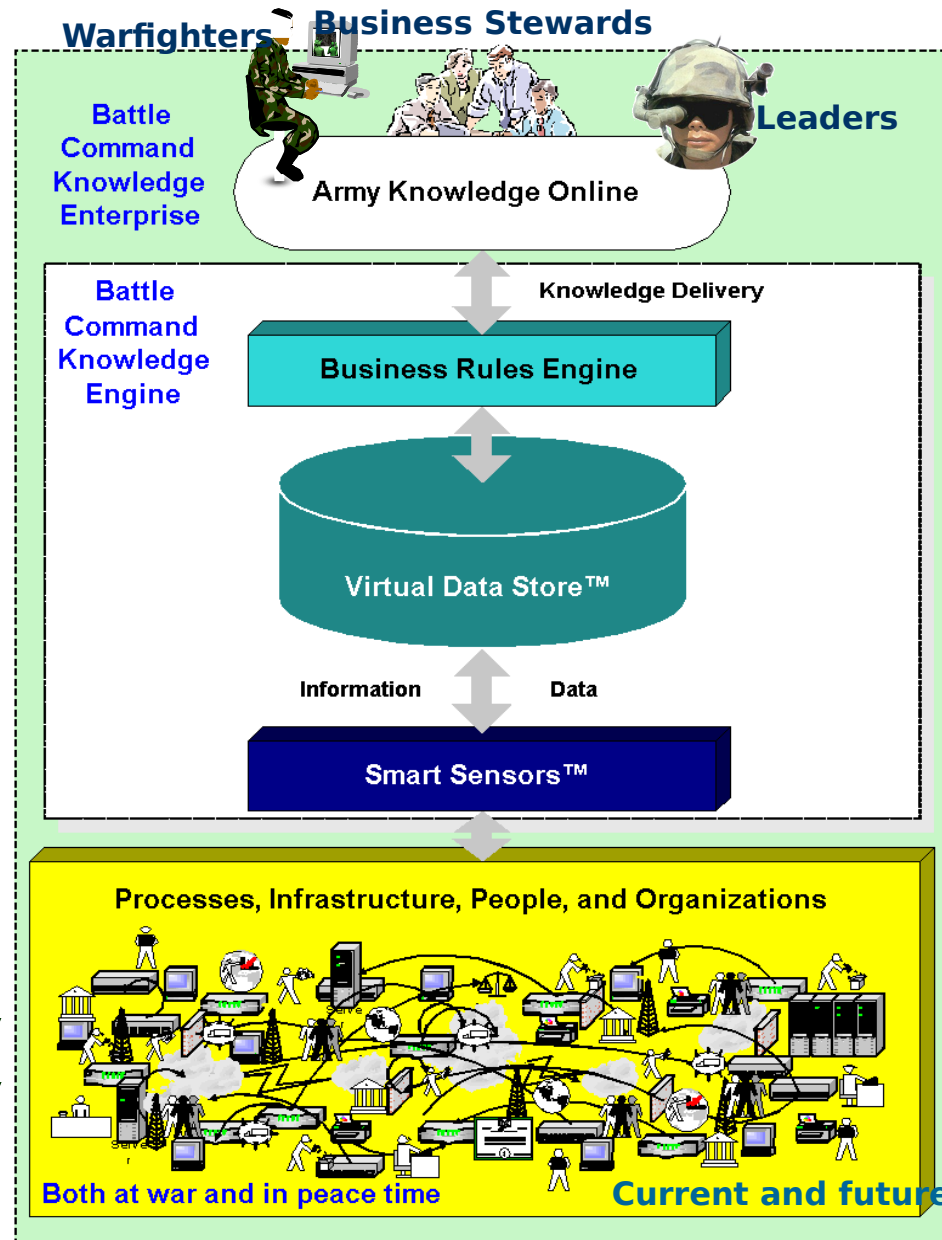


BCKS Knowledge Enterprise

Effects

Tacit Knowledge
Experience
Intelligence
TTPs
Training Materiel
Doctrines
Model & Simulations
.....

Network-centric
Interoperability
Mobility



Sharing { **SFPs**
VTs
...

Leveraging

Rapidly Develop the Virtual Battle Book

via The BCKS Rule Engine



Purpose

To provide a collective training system that:

- Develops relevant unit training products
- Facilitates rapid change of training products to sustain relevancy
- Minimizes redundancy; focus TD efforts to reduce Proponent workload
- Provides common tasks, conditions, & standards
- Links tasks and standards to CALL lessons and TTP
- Accommodates modular training product requirements without high costs
- Allows commanders to quickly develop METL tailored MTPs
- Facilitates a commander's rapid development of training plans
- Supports unit and soldier training to execute non-branch / MOS tasks

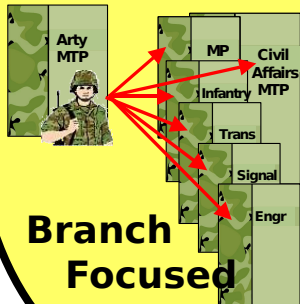
Supporting an Army in Transition

TRADOC

COE

Current

Paper Based



Today

- TOE Based
- Train-Alert-Train-Deploy
- Predictable Enemy
- Branch Centric
 - Branch Managed
 - Branch Focused
 - Decentralized TD
 - 33 TD Databases
- Multiple Access Points
- Redundant Products
- 400 MTPs
- SATS

Future

- Capabilities Based
- Train-Alert-Deploy-Employ
- Full Spectrum
- CA / JIM Centric
 - CAC Managed
 - CA / JIM Focused
 - Centralized TD / Priorities
 - One Consolidated Database
- Single Access Point
- Common/Shared Tasks
- Unit Tng Strategies
- Unit Tng Mgt System

Future

Unit Tng Mgt System



**Web access to:
Training Strategies
TTPs / LLs
Doctrine**

MCO



Single Point Access

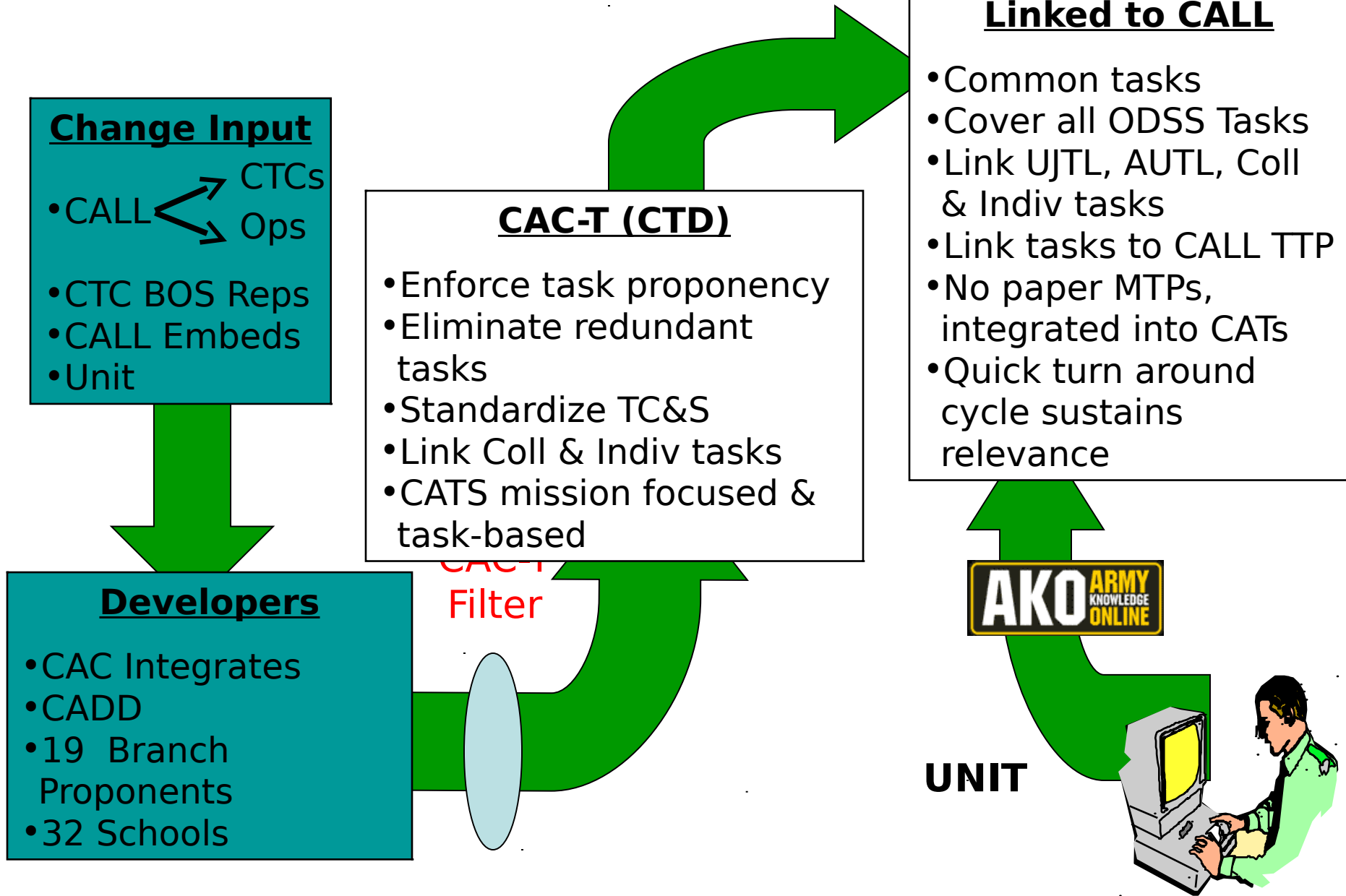
TTPs / LL

Unit Tng Strategies

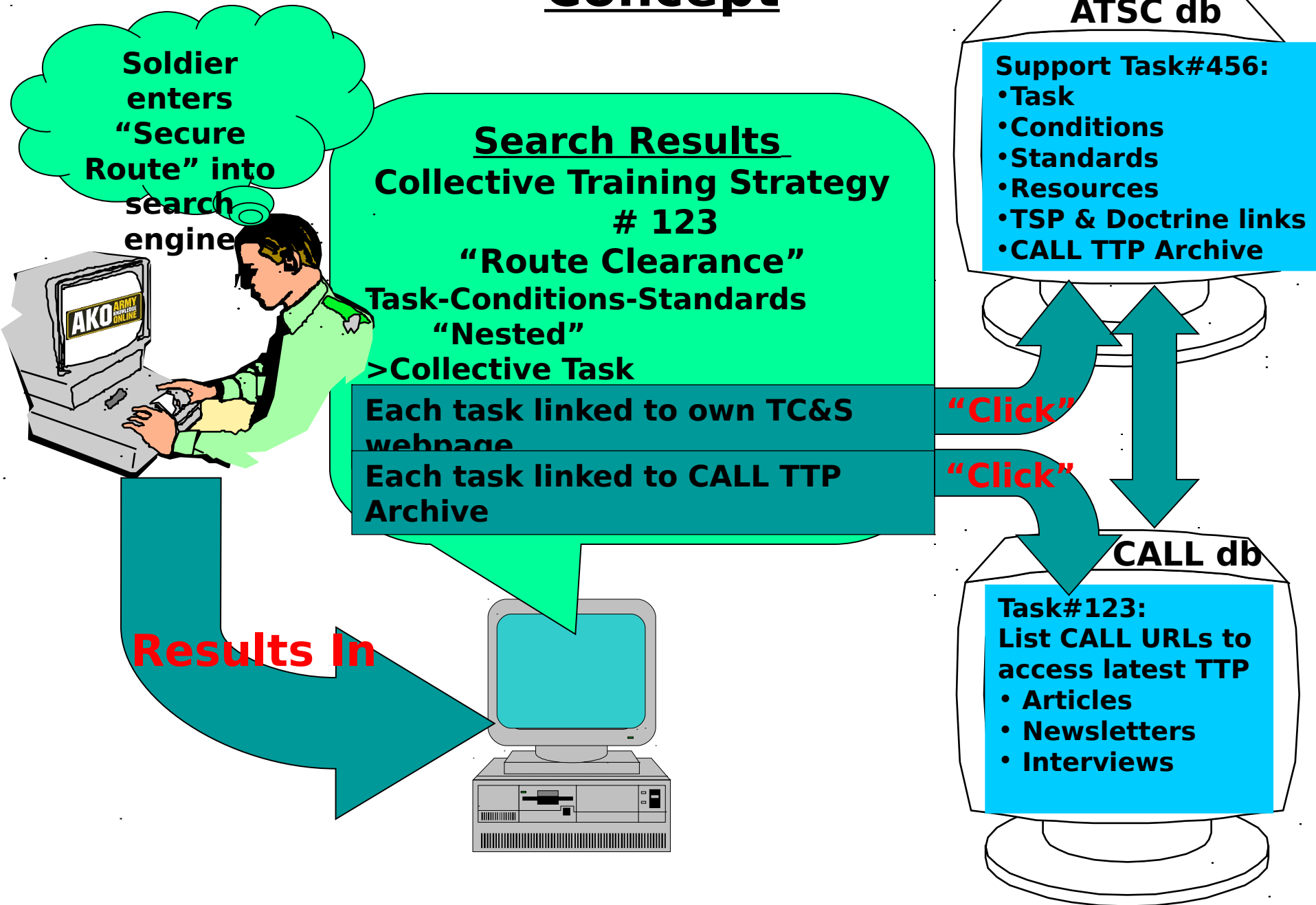
Operational Ar

Integrated, Responsive, Relavant & Accessible Tng Products

The Solution

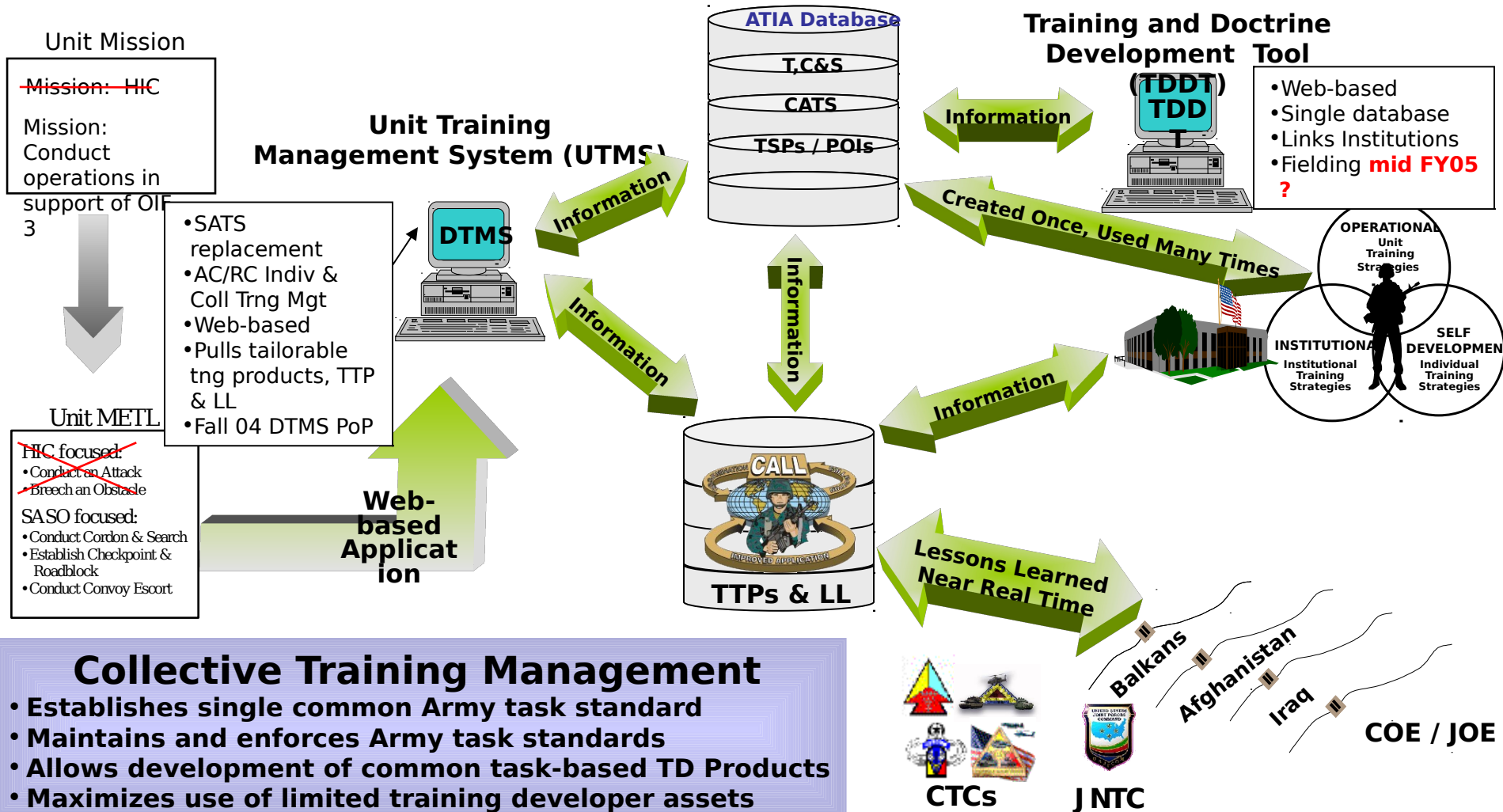


Concept



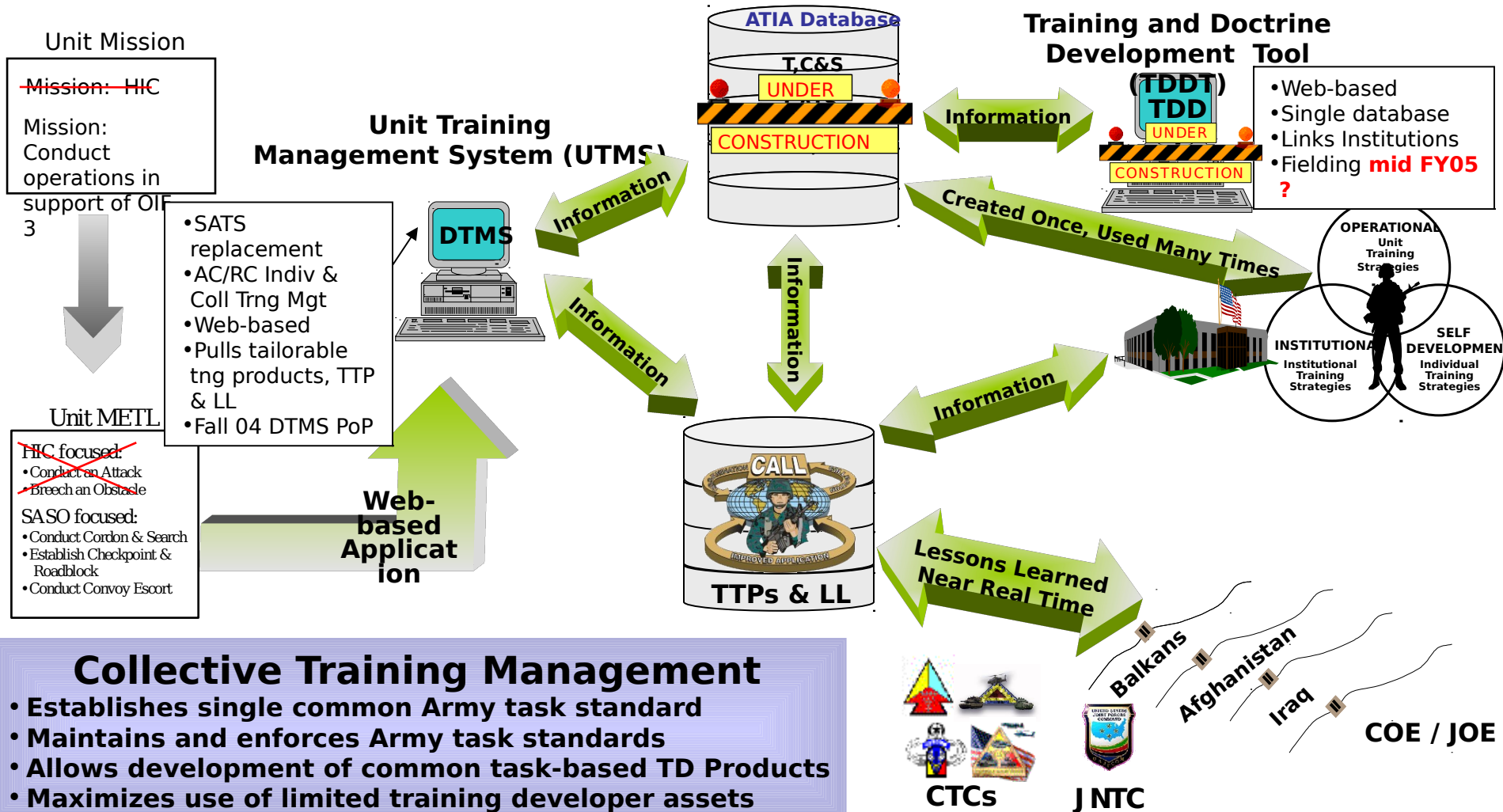
Future: METL drives Unit Tailored Training Strategy

Proponents build tailorable tasks with TDDT; Units build METL-based unit MTPs; UTMS pulls Task, Condition, Standards, TSPs and Training Strategies, linked to CALL TTPs and LLs, from a single ATIA database; BCKS allows units & Training Developer collaboration



Future: METL drives Unit Tailored Training Strategy

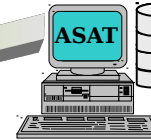
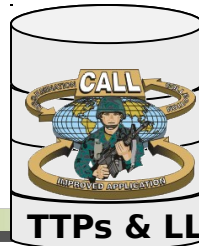
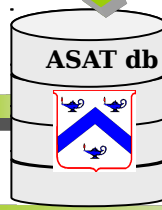
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Interim Solution: ASAT database

One consolidated ASAT database, managed by CAC that delivers Training Products to a single access point.

Unit Training
Management System (UTMS)



CTCs



JNTC

Balkans

Afghanistan

Iraq

COE / JOE

Advantages

- + Centrally managed, disciplined
- + Delivers Unit CATS
- + Leverages current work for future requirements
- + Develops Business Rules
- + Provides proponents consolidated database
- + Proactive vs Reactive
- + Data in database is near real time

Disadvantages

- Uses legacy system
- Front loaded manpower requireme

The Stakeholders

Who

Position

CAC: Strategy

HQDA G3

- TOE based CATS drive OPTEMPO resource models
- ATIA & Unit Tng Mgt Proponent

- ✓ Demonstrate how modular CATS reduces development cost and supports HQDA OPTEMPO models

Field Units /
MACOMs

- Need relevant, tailorable tng products and functional Unit Tng Mgt System

- ✓ Build a Unit Tng Mgt System (UTMS)
 - Co-Chair UTMS Req Control Board
 - Conducts DTMS Proof of Principal

TRADOC HQ,
DCSOPS&T

- Provides resource & mgt oversight, does not manage training products
- ATIA Functional Proponent

- ✓ Use BCKS to link Unit and School Tng Developers (TD)

CAC

- Responsible for integration
- Limited TDers, no mgt construct
- Unit Tng Mgt Functional Proponent

- ✓ Manage training & doctrine products
 - Approve unit tng support products
 - Focus TD efforts to reduce redundancy
 - Re-mission available TD assets
 - Established common tasks
 - Link UJTL, AUTL, & unit tasks
 - Integrate full spectrum, JIM, & CA into task-based products

Proponents /
Branch Schools

- Cmdt approves all tng products
- TOE, Branch focused MTPs & tasks
- TD positions could be at risk

ATSC

- ATIA Software developer
- Owns Reimer Digital Library
- TDDT well behind delivery schedule

- ✓ Provide ATIA forcing function

Cost & Savings

Today

- 33 ASAT Databases and support staff
- 400 MTP & 141 STPs available in hard copy & digital text format
- 17,000+ collective tasks & 19,000+ individual tasks
- Collective and individual tasks not linked
- Many portals to search for tng products and information
- Redundant branch-focused training development efforts
- High training development workload, cannot sustain relevant training products
- Units reject SATS as a unit tng mgt system

Tomorrow

- 1 TDDT/ATIA database centrally managed reduces support staffs
- 0 hard copy MTP & STPs, all task managed from a central database
- 800 - 1500 common collective tasks & 10,000-15,000 individual tasks
- Linked AUTL, collective & individual tasks to drive institutional POIs
- One portal access, to a single database
- CA & JIM integrated tng products support multiple unit requirements
- Focused training development workload allows sustainment of selected relevant products
- MACOMs support DTMS PoP and follow on unit tng mgt system

200

4



200

6

Way Ahead

- **CAC CG:** Message to Branch Proponents and School Commandants ref change:
 - CAC Training product management
 - Reinforce Proponent responsibilities
 - Standardization of tasks, conditions, and standards in a single database
 - Phase-out of MTPs
- **CTD (as CAC Collective Training Proponent):** ICW Branch Proponents and School Commandants:
 - Establish Interim ASAT database to execute interim solution
 - Assign proponentcy to reduce number of collective and individual tasks to reduce redundancy
 - Link individual tasks to collective tasks
 - Develop task-based / modular unit training strategies
 - Conduct DTMS PoP; if successful, field as Unit Training Management System
- **ATSC:** ICW CTD and CALL:
 - Establish a single ATIA compliant database and training development tool.
 - Ensure that task and training strategies link to the CALL TTP and LL database

Summary

- Fewer common tasks drive Combined Arms / Joint Focused training development.
- Mission-focused, task-based training strategies allow modular organizations to easily build just-in-time unit training plans
- CAC's collective training management focuses limited resources to provide relevant and timely training products to units and institutions.

Savings, relevance, and utility justify change